

PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS

AGENDA ITEM SUMMARY

MEETING DATE: 8/17/2021

Consent

Regular

Ordinance

Public Hearing

Department: Equal Opportunity

Submitted By: Equal Opportunity

I. EXECUTIVE BRIEF

Motion and Title: Staff recommends motion to:

A) Approve Contract No. 45310021C0038 with the U. S. Equal Employment Opportunity Commission (EEOC) in the total amount of \$75,400 as payment for processing and resolving employment discrimination complaints;

B) Approve a net upward Budget Amendment of \$2,400 in the General Fund to adjust the budget to the actual contract amount; and

C) Receive and File the FY 2021 Worksharing Agreement with the EEOC.

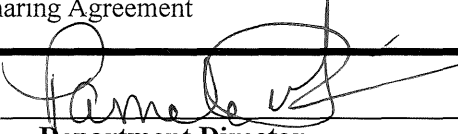
Summary: Execution of the documents is required so that the Office of Equal Opportunity (OEO) can receive payment for processing and resolving complaints of employment discrimination pursuant to the Worksharing Agreement with the EEOC. Contract No. 45310021C0038 is for FY 2020 – 2021 and is in the amount of \$75,400 (\$71,200 for charge processing; \$3,200 for intake services; and \$1,000 for Fair Employment Practices Agencies engagement funding). The Worksharing Agreement is designed to provide individuals with an efficient procedure for obtaining redress for their grievances under Palm Beach County’s Equal Employment Ordinance and Federal laws. The Worksharing Agreement is a prerequisite to the receipt of a Charge Resolution Contract with the EEOC. On November 26, 1996, the Board of County Commissioners approved staff’s recommendation that future Worksharing Agreements be executed by the County Administrator, or designee, because of the recurring time constraints involved in this process. Pursuant to Countywide PPM-CW-O-051, the attached document is now being submitted to the BCC to receive and file. **No County funds are required.** Countywide (DO)

Background and Policy Issues: On August 15, 1995, the BCC enacted an ordinance prohibiting discrimination in employment, granting OEO investigative and enforcement authority, and authorizing OEO to become a referral agency for the Federal Government. In each subsequent fiscal year, the BCC has approved Charge Resolution Contracts between the OEO and EEOC. Execution of this contract is necessary for OEO to receive payment for the processing and investigation of employment discrimination complaints that are filed under Federal Employment Discrimination statutes and Palm Beach County’s Equal Employment Ordinance and payment for a joint outreach/training activity between OEO and EEOC. The Worksharing Agreement is a prerequisite to the receipt of a contract with EEOC.

Contract No. 45310021C0038, is retroactive to October 1, 2020. EEOC distributed the FY 2020 – 2021 contracts to state and local agencies via letter dated June 15, 2021. Expedited approval is needed to meet national contract award deadlines as established by EEOC. Pursuant to the instructions in the EEOC transmittal letter, OEO has requested an extension to the deadline for submission of the signed contracts.

Attachments:

1. EEOC Transmittal Letter
2. EEOC Award/Contract (45310021C0038)
3. OEO Letter to EEOC re: Extension of Submission Deadline
4. Budget Amendment
5. FY 2021 Worksharing Agreement

Recommended by:  Department Director 7 July 2021. Date

Approved by:  Assistant County Administrator 8/2/21 Date

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2021	2022	2023	2024	2025
Capital Expenditures	_____	_____	_____	_____	_____
Operating Costs	75,400				
External Revenues	(75,400)				
Program Income (County)	_____	_____	_____	_____	_____
In-Kind Match (County)	_____	_____	_____	_____	_____
 NET FISCAL IMPACT	 -0-	 -0-	 -0-	 -0-	 -0-
 # ADDITIONAL FTE					
POSITIONS (Cumulative)	__0__	__0__	__0__	__0__	__0__

Is Item Included in Current Budget? Yes X No _____

Does this Item include the use of federal funds? Yes X No _____

Budget Account No.: Fund 0001 Department 440 Unit 4160 Object 4941
RSRC 4900

B. Recommended Sources of Funds/Summary of Fiscal Impact:

No Ad Valorem dollars are involved in this item. These funds are to be paid to the County by the United States Equal Employment Opportunity Commission.

C. Departmental Fiscal Review:

III. REVIEW COMMENTS:

A. OFMB Fiscal and/or Contract Dev. and Control Comments:

Lisa Martin 7/14/21
OFMB AD 7/13/21

Janet Williams for Kevin Jacobowitz
Contract Administration
7-20-21 TW

B. Legal Sufficiency:

[Signature]
Assistant County Attorney

C. Other Department Review:

Department Director

THIS SUMMARY IS NOT TO BE USED AS A BASIS FOR PAYMENT.